

7. Plaintiff's Exhibit 7-Notice of Claim and Request for Separation Information
8. Plaintiff's Exhibit 8-EEOC Statement of Position
9. Plaintiff's Exhibit 9-Change of Employee Status Form
10. Plaintiff's Exhibit 10-March 7, 2006 Job Advertisement
11. Plaintiff's Exhibit 11-Employment Eligibility Verification Form
12. Plaintiff's Exhibit 12 & 12-A-Job Advertisements
13. Plaintiff's Exhibit 13-Employee Roster
14. Plaintiff's Exhibit 14-March 31, 2006 EEOC Charge
15. Plaintiff's Exhibit 15-Notice of Charge of Discrimination
16. Plaintiff's Exhibit 16-Affidavit of Maxie McNabb
17. Plaintiff's Exhibit 17-July 13, 2006 EEOC Charge
18. Plaintiff's Exhibit 18-Plaintiff's First Interrogatories
19. Plaintiff's Exhibit 19-Defendant's Responses to Plaintiff's First Interrogatories
20. Plaintiff's Exhibit 20 & 20-A-Job Applications

Respectfully submitted,

/s/Roderick T. Cooks
Attorney for the Plaintiff

OF COUNSEL:
WINSTON COOKS, LLC
The Penick Building
319-17th Street North
Birmingham, AL 35203

Tel: (205)502-0970
Fax: (205)251-0231
email: rcooks@winstoncooks.com

CERTIFICATE OF SERVICE

I hereby certify that I have served a copy of the foregoing document on all persons listed below by CMF/Electronic Mail and/or U. S. Mail, postage prepaid and addressed to them as follows:

Matthew M. Baker, Esq.
Cervera, Ralph & Reeves, LLC
P.O. Box 325
914 South Brundidge Street
Troy, Alabama 36081
(334) 566-0116

Done this the 3rd day of July, 2007.

s/Roderick T. Cooks
Of Counsel

Ex. 4

**PIKE INTERNAL MEDICINE, P.C.
1350 HWY. 231 SOUTH
TROY, ALABAMA 36081**

Date: 10/12/05

C/A

Sanders Lead Company
Box 707
Troy, Alabama 36081

Re: Morfi Mc Nam

The above named employee was examined on 10-12-05. He/she received a medical examination and laboratory tests. No medical condition was apparent which would place the employee at increased risk of impairment to health from exposure to lead and/or arsenic so long as proper safety precautions are taken. He should be able to wear a respirator when indicated. Blood lead results are sent to you separately.

It would seem medically appropriate for this employee to continue to work at his present job at this time.

Sincerely,



Peter M. Dichiaro, M.D.

G. Alan Young, M.D.

**PIKE INTERNAL MEDICINE, P.C.
1350 HWY. 231 SOUTH
TROY, ALABAMA 36081**

C/A Arsenic

Date: _____

4/21/05

Sanders Lead Company
Box 707
Troy, Alabama 36081

Re: Marie McNamee


The above named employee was examined on 4-21-05. He/she received a medical examination and laboratory tests. No medical condition was apparent which would place the employee at increased risk of impairment to health from exposure to lead and/or arsenic so long as proper safety precautions are taken. He should be able to wear a respirator when indicated. Blood lead results are sent to you separately.

It would seem medically appropriate for this employee to continue to work at his present job at this time.

Sincerely,

Peter M. Dichiaro, M.D.

G. Alan Young, M.D.



Ex. 5

ANNUAL EMPLOYEE EVALUATION

Employee Name Maxie McNabb Date Hired 11-17-92 Foreman Leon Y. BennettShift 2nd Department CAST Date Evaluated 11-25-05

Process	3 Day Tng. Class	Forklift OJT	Chemical Additions	Chemical Extractions	Work Attitude	Attendance	Quality Policy	ISO Procedures	Supervisory Skills	
Excellent										
Sat.	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Insat.										

Process										
Excellent										
Sat.										
Insat.										

COMMENTS:

Reviewed By: EA Date Reviewed: 11-29-05

ANNUAL EMPLOYEE EVALUATION

Employee Name MAXIE MENABD Date Hired 11-17-92 Foreman Leon BennettShift 2# Department CAST Date Evaluated 9-8-05

Process	3 Day Tng. Class	Forklift OJT	Chemical Additions	Chemical Extractions	Work Attitude	Attendance	Quality Policy	ISO Procedures	Supervisory Skills	
Excellent										
Sat.	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Unsat.										

Process										
Excellent										
Sat.										
Unsat.										

COMMENTS:

Reviewed By:

Date Reviewed:

Ex. 6



January 17, 2006

To Whom It May Concern:

Maxie McNabb SS# 416-70-4405, was put on work reduction and company reorganization on 1-05-2006.

If I can be of further assistance, please call.

Sam Kitchens
Personnel Director



SANDERS LEAD Co., INC.

TROY, ALABAMA 36081

P. O. Drawer 707

Phone: 334/566-1563

0004

MCNABB V. SANDERS LEAD



May 2, 2006

On 1-05-06 due to attempts to cut company expenses there was a company wide layoff. The layoff involved 4 people from the Casting and Alloy Department.

Thank you,

Sam Kitchens



SANDERS LEAD Co., INC.

TROY, ALABAMA 36081

Ex. 7

B241F

**NOTICE OF CLAIM AND REQUEST FOR SEPARATION INFORMATION**

Return to:

SANDERS LEAD COMPANY INC
PO BOX 707
TROY AL 36081-0707

ADJUDICATION SUPPORT
ROOM 3438
649 MONROE STREET
MONTGOMERY, AL 36131
FAX NUMBER 334 353-1265

The individual identified below has filed a claim for Unemployment Compensation benefits.

1. CLAIMANT'S NAME: MCNABB/MAXIE
2. SOCIAL SECURITY NO: 416-70-4405
3. CLAIM DATE: 01/01/06
4. ACCT NUMBER: 9406403400

5. DATE MAILED: 01/09/06
6. EFFECTIVE DATE: 01/01/06
7. OFFICE-COUNTY: 6001
8. TYPE OF CLAIM: N-01

The claimant identified you as his/her last employer and alleges the reason for separation to be:
41 LACK OF WORK LDW 01/03/06

EMPLOYER RESPONSE (INSTRUCTIONS FOR COMPLETION ON REVERSE)

9. Claimant's last day employed was 1-1-06
(If temporary layoff, enter expected date of recall: _____)

10. If the claimant earned wages or was paid vacation and/or sick pay or will receive a pension upon termination with you on or after the date shown in item #6. above, complete the applicable space(s) below:

a. GROSS WAGES for hours worked. (AFTER DATE IN #6) \$ _____

b. HOLIDAY \$ _____ paid for which holiday? _____

c. VAC, SICK \$ 900.00 Was vacation pay for a specific time period following separation?
(circle one) Yes No If Yes what was the period? 1-4-06 to 1-17-06

d. WARN PAY \$ _____ paid for period _____ to _____

e. PENSION \$ _____ per month. Effective date: _____

11. DISCHARGED. What was the date of the final incident that caused the discharge: _____

12. WARNING FOR SAME OR SIMILAR INCIDENT :(CIRCLE ONE) YES NO WARNING DATE: _____

13. QUIT: Date quit: _____ Reason for quit: _____

14. REASON FOR SEPARATION: (ATTACH ADDITIONAL SHEET IF NECESSARY)

Reorganization of company and reduction in force.
2 weeks vac paid on 1-13-06 in one check.

15. Enter your federal identification number: _____

Sam Kitchen
Print Name

Personnel
Title

(334) 566-1563
Telephone No.

1-10-06
Date

ALABAMA DEPARTMENT OF REVENUE
UNEMPLOYMENT COMPENSATION AGENCY
MONTGOMERY, ALABAMA 36131



EMPLOYER NOTICE OF DETERMINATION

EMPLOYER NO.9406403400

SANDERS LEAD COMPANY INC
PO BOX 707
TROY AL 36081-0707

1. CLAIMANT'S NAME : MCNABB/MAXIE
2. SOCIAL SECURITY NO 416-70-4405
3. BENEFIT YEAR BEGINS: 01/01/06
4. EFFECTIVE DATE: 01/01/06
5. WEEKLY BENEFIT AMOUNT: \$220.00
6. MAXIMUM BENEFIT AMOUNT : \$5720.00
7. BASE PERIOD:A FOUR QUARTER PERIOD
BEGINNING QTR/YR 4/04

8. DATE MAILED: 01/23/06
9. LOCAL OFFICE: 6001
10. TYPE OF CLAIM: NEW
11. MAIL CODE: 9
12. CONTACT LINE: 800-361-4524

A DETERMINATION HAS BEEN MADE ON THIS CLAIM HOLDING THE CLAIMANT ELIGIBLE FOR BENEFITS.

SEE BACK OF THIS NOTICE FOR EXPLANATIONS OF MOST FREQUENT DISQUALIFICATIONS.

RIGHT TO APPEAL: This determination becomes final within 15 calendar days from date mailed unless appeal. All appeals MUST be filed by a letter addressed to the Hearings and Appeals Division, 649 Monroe Street, Montgomery, Al 36131, or by Fax to 334-242-2084. The appeal must be received within the prescribed time whether filed by mail or fax. Should the last calendar day for filing an appeal fall on a Saturday, Sunday or state holiday or other office closing, the period is extended to the next business day.

NOTE: THIS NOTICE IS FOR YOUR RECORDS. IF YOU WRITE REGARDING THIS NOTICE, SHOW CLAIMANT'S SOCIAL SECURITY NUMBER.

Ex. 8

CERVERA, RALPH & REEVES, L.L.C.
ATTORNEYS AT LAW

N.J. CERVERA
FRANK P. RALPH
GRADY A. REEVES

POST OFFICE BOX 325
TROY, ALABAMA 36081

914 SOUTH BRUNDIDGE STREET
TELEPHONE: (334) 566-0116
FACSIMILE: (334) 566-4073

MALCOLM W. MCSWEAN
RUTH L. PAWLK
MATTHEW M. BAKER
CLIFTON F. HASTINGS

May 4, 2006

Bernice Williams-Kimbrough
District Director
U.S. Equal Employment Opportunity Commission
Birmingham District Office - 420
Ridge Park Place
1130 22nd Street South
Birmingham, Alabama 35205

RE: Maxie McNabb v. Sanders Lead Company, Inc.
EEOC Charge No.: 420-2006-01686

Dear Mrs. Williams-Kimbrough:

Please find attached the Respondent's Statement of Position in response to the allegations made by the Charging Party, Mr. Maxie McNabb, in regards to EEOC Charge No: 420-2006-01686. Thank you in advance for your prompt attention to this matter.

Sincerely,



Matthew M. Baker

MB/dh

enclosure

STATEMENT OF POSITION
BY RESPONDENT
SANDERS LEAD COMPANY, INC.

MAXIE MCNABB v. SANDERS LEAD COMPANY, INC.
EEOC CHARGE NO.: 420-2006-01686

I.
INTRODUCTION

This Statement of Position, and all participation by Respondent in the handling of the case by the Equal Employment Opportunity Commission, is without waiver of or prejudice to any and all defenses which may be available to the Respondent. To the extent that information or documents regarding persons other than the Charging Party are or may be provided to the Commission, such is or will be done pursuant to a showing of relevancy and need on the part of the Commission and pursuant to directions by the Commission for the providing thereof. This Statement of Position states the facts to the extent of providing the situation in summary form and is neither intended, nor should be construed, as being in any way exclusive of any more detailed or additional exposition of the facts and reasons. Further, this Statement of Position provides the facts to the extent they are reflected, substantiated, or confirmed by the documentation being provided with this Statement of Position for the Commission's consideration so as to avoid reliance on verbal evidence.

II.
FACTS

In response to the facts alleged by the Charging Party, Respondent states as follows:

- a. Respondent admits that Mr. McNabb was employed on or about August of 1992 in the Casting and Alloy department of Sanders Lead Company, Inc.
- b. Respondent admits that Mr. McNabb was laid off in January of 2006 as part of a company wide reduction in force which was done to reduce Company expenses. Mr. McNabb was one of four employees laid off in the Casting & Alloy department. The names and ages of the four employees laid off are as follows:
 1. The Complainant, Mr. McNabb, age 54;
 2. Kenneth Briston, age 41;
 3. Edward Meadows, age 24;
 4. Jacquez C. Williams, age 19.

Sanders Lead Company, Inc., is attaching company records which document the ages of the four persons who were laid off. Of the four, none are currently employed with Sanders Lead.

- c. Respondent admits that advertisements were later placed in the local newspaper concerning employment opportunities at the company, but denies that Mr. McNabb ever applied with the company for re-employment.

III.
ARGUMENT


At no time was Mr. McNabb discriminated against because of his age. The company wide layoff was non-discriminatory in every way. One of the four laid off in Mr. McNabb's department was 19 and another was 24. If the Respondent was looking to rid itself of elderly employees, these two would have stayed on.

Further, two months later when ads were ran seeking employees, nothing prevented Mr. McNabb from applying if he wanted his job back. He clearly knew that the ads were out there. If he wanted to be rehired, he should have applied.

IV.
CONCLUSION

The Complaining Party's claims are not just unsupported by the facts but refuted by the facts. It is accordingly submitted that the appropriate disposition of his charge should be that the evidence fails to establish any violation of the law.

Respectfully submitted this the 4 day May, 2006.



Matthew M. Baker (BAK017)

Grady A. Reeves (REE042)

Attorneys for Sanders Lead Company, Inc.

CERVERA, RALPH & REEVES, LLC

Post Office Box 325

914 South Brundidge Street

Troy, Alabama 36081

phone (334) 566-0116

fax (334) 566-4073

Ex. 9

CHANGE OF EMPLOYEE STATUS

SLC KW-ES-10-2001PE

EMPLOYEE'S NAME

MAXIE M L NABBY

DEPARTMENT
OR LOCATION

CAST

TIME CARD OR
PAYROLL NUMBER

1751

JOB TITLE

CLASSIFICATION WAREHOUSE/OPERATIONS

2#

TODAY'S DATE

1-5-06

WAGE RATE CHANGE

EFFECTIVE DATE OF ACTION

PRESENT RATE

PERCENT RAISE

INCREASE AMOUNT

NEW RATE

NEW CLASSIFICATION

DATE OF LAST RAISE

VACATION REQUEST

Date Vacation Starts

Vacation Ends

Pay For

Days Vacation

Issue Vacation
Check on (Date)

Other Information

ATTENDANCE RECORD

TOTAL DAYS OUT IN LAST SIX MONTHS

NUMBER OF DAYS EXCUSED

NUMBER OF DAYS SICK

NUMBER OF DAYS UNEXCUSED

NUMBER OF DAYS LATE

BLOOD LEAD

COMMENTS

EMPLOYMENT SEPARATION

SUSPENSION

NUMBER
OF DAYSDATE SUSPENSION
STARTSDATE EMPLOYEE IS
TO RETURN

TERMINATION

TYPE

☒ Lay-Off☐ Quit☐ Fired☐ Death

Effective

Date 1-5-06

Gave Company

Days Notice

REASON FOR TERMINATION

- ☐ Smoking in Prohibited Area
☐ Horseplay
☐ Refusal to Work
☐ Poor Workmanship
☐ Absent Without Notice
☐ Misconduct
☐ Extending Break Periods
☐ Quitting Before Time Agreed
☐ Failure to Report Injury
☐ Wage Garnishment
☐ Alcoholism
☐ Found Better Job
☐ Looking for Another Job
- ☐ Insubordination
☐ Pay Dissatisfaction
☐ Medical Recommendation
☐ Moving From Area
☐ Lack of Work
☐ Company Relocation
☒ Company Reorganization
☐ Labor Dispute
☐ Retirement
☐ Excessive Absenteeism
☐ Tardiness
☐ Other
☐ Other

EMPLOYMENT
RECOMMENDATIONS

Attendance	<input checked="" type="checkbox"/>	Very Good
Attitude	<input checked="" type="checkbox"/>	Average
Job Knowledge	<input checked="" type="checkbox"/>	Below Average
Quality of Work	<input checked="" type="checkbox"/>	
Production Rate	<input checked="" type="checkbox"/>	
Leadership	<input checked="" type="checkbox"/>	
Decision Making	<input checked="" type="checkbox"/>	
Getting Along With Fellow Workers	<input checked="" type="checkbox"/>	

Eligible for Rehire This Job?

Yes ☒No ☒

Other Position With Company?

Yes ☒No ☒

Additional Comments Reduction in work force

Signature of Supv

Jen Barnett

Date 1-5-06

Approved

Title

Date

Approved

Title

Date

Ex. 10

Tuesday, March 7, 2006

ACCEPTING APPLICATIONS

Autumn Ridge Apartments North Knox Street, Troy

Offering Apartments for Family Living.
Your choice of two and three bedroom units
that come with the following amenities:

Range, Refrigerator, Dishwasher, W/D connections,
Mini Blinds, Trash Removal, Pest Control,
Water/Sewer, Central Heat/Air (Total Electric).
On site Laundry Facility, & children's play area.

Also offering housing to those with special needs.

For more information and qualifications, Please call:

(334) 566-1201

TDD#771



THE MESSENGER BUSINESS OPP

Brick Office B
5 Metal Buildings with o
with concrete
2.07 Acres, major
Pike County, south o
just off 231 B
A steal at \$25

CALL US TODAY!

Landn

ESTABLISHED IN 19

566-9000 • www.troylandn.com

Announcements

20 GIVE AWAYS

Free \$5,000 Bonus

Kittens

Have a male & a female, they must stay together, both are litter box trained. Free to good home.

Call:

334-268-2831.

Services

30 SERVICES

WILL CLEAN

Employment

60 HELP WANTED

Free \$5,000 Bonus

Presentus Medical Care of Troy is a subsidiary of Fresenius Medical Care North America, the nation's largest provider of dialysis services.

We have an opening for a Registered Nurse. Facility is open six days per week, M-S. Prior experience preferred, but not required.

New graduates welcome! Excellent benefit program with competitive salary.

Apply in person, drivers license required. No Phone Calls!

177 Hwy. 231 • Troy

PT Office Assistant

60 HELP WANTED

Demonstrators Needed

NCIM needs people to work weekends in local grocery stores sampling products to consumers. Call: 1-800-799-6246 Ext. 171

or visit www.ncim.com and click on Demonstration info.

Dump Truck Driver Needed

334-735-2283.

Mechanic

Apply in person, drivers license required. No Phone Calls!

177 Hwy. 231 • Troy

60 HELP WANTED

Come Grow With Us!

Sanders Lead Co. is taking applications for all shifts in the Furnace Dept. and Casting & Alloy Dept. Applicants must be able to lift 75 - 100 lbs & climb some heights. BC/EC insurance & 401k. Starting pay \$8.

Apply at: Sanders Lead Co. Personnel Dept. 334-566-1563.

Looking For A New Career? Check Out The Classifieds. Ever feel like

60 HELP WANTED

Sports Editor/Reporter

The Andalusia Star-Delta News, an award-winning daily newspaper, is seeking a reporter with solid writing and photography skills. Candidate must have a degree in journalism or related field, or significant experience in the newspaper, magazine, or broadcast field. The candidate must have experience with QuarkXPress or other layout programs, have an eye for news and good design.

The candidate must be community-minded and able to work well under pressure and at multi-tasking. There is an excellent opportunity for advancement.

Apply at: Sanders Lead Co. Personnel Dept. 334-566-1563.

Looking For A New Career? Check Out The Classifieds. Ever feel like

Apply in person, drivers license required. No Phone Calls!

177 Hwy. 231 • Troy

Ex. 11

Employment Eligibility Verification

Section 1. Employee Information and Verification. To be completed and signed by employee at the time employment begins.

Date (month/day/year)

Date (month/day/year)

Ex. 12

PROOF OF PUBLICATION

State of Alabama

Pike County

Personally appeared before me, the undersigned authority:

Sharron Smith

Classified Ad Manager, The Troy Messenger

who being duly sworn, says that the attached "Help Wanted Ad"

appeared in 5 successive issues of

The Troy Messenger, a weekly newspaper published in said county,

on the following dates:

March 22, March 24, March 26,
March 29 and March 31, 2006.

This the 25th day of January, 2007.

Sharron H. Smith

Sworn to and subscribed before me this 25th day of

January, 2007.

Charity Welcher

Notary Public

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009

Come Grow With Us!

Sanders Lead Co.

is taking applications for all shifts in the Furnace Dept. and Casting & Alloy Dept. Applicants must be able to lift 75 - 100 lbs & climb some heights. BC/BC Insurance & 401k. Starting pay \$8. Apply at:

Sanders Lead Co.
Personnel Dept.
334-566-1563.

PROOF OF PUBLICATION

STATE OF ALABAMA

BUTLER COUNTY

Personally appeared before me, the undersigned
authority:

Sharron Smith
Classified Ad Manager, The Greenville Advocate

who being duly sworn, says that the attached "Help Wanted
Ad" appeared in 3 successive issues of

The Greenville Advocate, a weekly newspaper published in
said county, on the following dates:

March 22, March 25
and March 29, 2006.

This the 25th day of January, 2007.

Sharron H Smith

Sworn to and subscribed before me this 25th
day of January, 2007.

Charity Welches
Notary Public.

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009

Come Grow With Us!
Sanders Lead Co.
is taking applications for all shifts in the Furnace Dept. and Casting & Alloy Dept. Applicants must be able to lift 75 - 100 lbs & climb some heights. BC/BC insurance & 401k. Starting pay \$8.
Apply at:
Sanders Lead Co.
Personnel Dept.
334-566-1563.

PROOF OF PUBLICATION

STATE OF ALABAMA

CRENSHAW COUNTY

Personally appeared before me, the undersigned authority:

Sharron Smith

Classified Ad Manager, The Luverne Journal

who being duly sworn, says that the attached "Help Wanted Ad" appeared in 2 successive issues of

The Luverne Journal, a weekly newspaper published in said county, on the following dates:

March 23 and March 30, 2006.

This the 25th day of January, 2007.

Sharron H. Smith

Sworn to and subscribed before me this 25th day of January, 2007.

Charity Welcher

Notary Public.

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009

Come Grow With Us!

Sanders Lead Co. is taking applications for all shifts in the Furnace Dept. and Casting & Alloy Dept. Applicants must be able to lift 75 - 100 lbs & climb some heights. BC/BC insurance & 401k. Starting pay \$8.

Apply at:
Sanders Lead Co.
Personnel Dept.
334-566-1563.

PROOF OF PUBLICATION

State of Alabama

Pike County

Personally appeared before me, the undersigned authority:

Sharron Smith

Classified Ad Manager, The Troy Messenger

who being duly sworn, says that the attached "Help Wanted Ad"

appeared in 3 successive issues of

The Troy Messenger, a weekly newspaper published in said county,

on the following dates:

March 10, March 12
and March 15, 2006.

This the 25th day of January, 2007.

Sharon H Smith

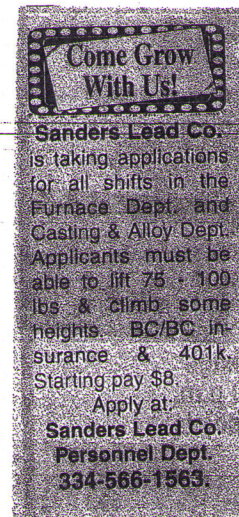
Sworn to and subscribed before me this 25th day of

January, 2007.

Charity Welcher

Notary Public

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009



Ex. 12-A

PROOF OF PUBLICATION

STATE OF ALABAMA

BUTLER COUNTY

Personally appeared before me, the undersigned
authority:

Sharron Smith
Classified Ad Manager, The Greenville Advocate

who being duly sworn, says that the attached "Help Wanted
Ad" appeared in 2 successive issues of

The Greenville Advocate, a weekly newspaper published in
said county, on the following dates:

March 11 and March 15, 2006.

This the 25th day of January, 2007.
Sharron H. Smith

Sworn to and subscribed before me this 25th
day of January, 2007.

Charity Welcher
Notary Public.

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009

Come Grow With Us!

Sanders Lead Co.

is taking applications for all shifts in the Furnace Dept. and Casting & Alloy Dept. Applicants must be able to lift 75 - 100 lbs & climb some heights. BC/BC insurance & 401k. Starting pay \$8.

Apply at:
Sanders Lead Co.
Personnel Dept.
334-566-1563.

PROOF OF PUBLICATION

STATE OF ALABAMA

CRENSHAW COUNTY

Personally appeared before me, the undersigned authority:

Sharron Smith
Classified Ad Manager, The Luverne Journal

who being duly sworn, says that the attached "Help Wanted Ad" appeared in 1 successive issues of

The Luverne Journal, a weekly newspaper published in said county, on the following dates:

March 16, 2006.

This the 25th day of January, 2007.

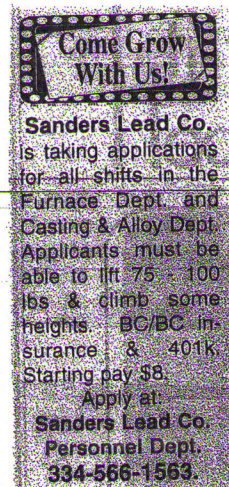
Sharron Smith

Sworn to and subscribed before me this 25th
day of January, 2007.

Charity Welcher

Notary Public.

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009



PROOF OF PUBLICATION

State of Alabama

Pike County

Personally appeared before me, the undersigned authority:

Sharron Smith
Classified Ad Manager, The Troy Messenger

who being duly sworn, says that the attached "Help Wanted Ad"

appeared in 6 successive issues of

The Troy Messenger, a weekly newspaper published in said county,

on the following dates:

June 7, June 9, June 11, June 14,
June 16 and June 18, 2006.

This the 25th day of January, 2007.

Sharron H Smith

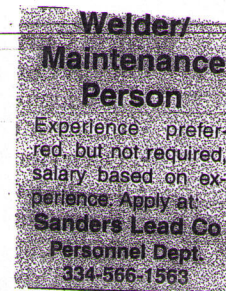
Sworn to and subscribed before me this 25th day of

January, 2007.

Charity Welcher

Notary Public

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009



McNabb v. Sanders Lead Co., Inc.
0071

PROOF OF PUBLICATION

STATE OF ALABAMA

BUTLER COUNTY

Personally appeared before me, the undersigned
authority:

Sharron Smith
Classified Ad Manager, The Greenville Advocate

who being duly sworn, says that the attached "Help Wanted
Ad" appeared in 4 successive issues of

The Greenville Advocate, a weekly newspaper published in
said county, on the following dates:

June 10, June 14, June 17

and June 21, 2006.

This the 25th day of January, 2007.

Sharron H. Smith

Sworn to and subscribed before me this 25th

day of January, 2007.

Charity Welcher

Notary Public.

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009

**Welder/
Maintenance
Person**
Experience preferred,
but not required,
salary based on ex-
perience. Apply at:
Sanders Lead Co.
Personnel Dept.
334-560-1563

McNabb v. Sanders Lead Co., Inc.

0072

PROOF OF PUBLICATION

STATE OF ALABAMA

CRENSHAW COUNTY

Personally appeared before me, the undersigned authority:

Sharron Smith
Classified Ad Manager, The Luverne Journal

who being duly sworn, says that the attached "Help Wanted Ad" appeared in 2 successive issues of

The Luverne Journal, a weekly newspaper published in said county, on the following dates:

June 15 and June 22, 2006.

This the 25th day of January, 2007.

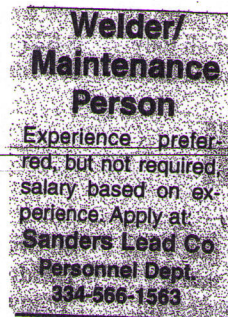
Sharron H Smith

Sworn to and subscribed before me this 25th day of January, 2007.

Charity Welcher

Notary Public.

My commission expires MY COMMISSION EXPIRES SEPT. 25, 2009.



McNabb v. Sanders Lead Co., Inc.

0073

Ex. 13

01/24/07

Sanders Lead Company, Inc.

Page 1

Employee Name	Department	Date of Birth	Date of Hire
ALEXANDER, MATTHEW D	CASTING & ALLOYING	09/07/1978	06/16/2006
BERRY SR, FRED L	CASTING & ALLOYING	08/06/1956	09/12/2006
BOSWELL, SANDY A	CASTING & ALLOYING	12/29/1984	04/21/2006
BOYD, JOHN E	CASTING & ALLOYING	10/18/1964	05/19/2006
BOYKIN, ROBERT D	CASTING & ALLOYING	11/08/1984	10/24/2006
BRUNDIDGE JR, ROBERT E	CASTING & ALLOYING	04/27/1977	05/05/2006
CARLISLE, JAMES B	CASTING & ALLOYING	07/20/1972	11/17/2006
CHAMBERS, CHRISTOPHER B	CASTING & ALLOYING	01/01/1979	09/22/2006
CLARK, CORNELIUS	CASTING & ALLOYING	06/23/1985	04/05/2006
COLLINS, DEMOND T	CASTING & ALLOYING	03/06/1974	03/30/2006
COYLE, DAVID L	CASTING & ALLOYING	10/31/1963	05/26/2006
DIXON, ALENDA E	CASTING & ALLOYING	11/04/1969	04/11/2006
FAISON, RODERICK	CASTING & ALLOYING	02/25/1961	11/27/2006
FEAGIN, LONNIE C	CASTING & ALLOYING	11/17/1958	07/07/2006
GAMBLE JR, TONY L	CASTING & ALLOYING	11/23/1980	11/06/2006
GILBERT, KENYATA	CASTING & ALLOYING	08/09/1986	05/26/2006
GRAHAM, TONY D	CASTING & ALLOYING	08/25/1984	08/11/2006
GRICE, LEDON A	CASTING & ALLOYING	02/29/1980	10/20/2006
HALL, ZANE B	CASTING & ALLOYING	11/05/1986	10/20/2006
HANNAH, JONAS R	CASTING & ALLOYING	03/29/1976	10/20/2006
HARLEY, II, RANDOLPH E	CASTING & ALLOYING	11/03/1986	04/27/2006
HARRIS, LYDELL	CASTING & ALLOYING	08/08/1976	09/01/2006
JACKSON, JERRELL T	CASTING & ALLOYING	11/29/1968	06/09/2006
JONES, JEREMIAH	CASTING & ALLOYING	01/07/1967	09/01/2006
JONES, TRENTON L	CASTING & ALLOYING	04/02/1974	09/05/2006
LIGHTFOOT, JOSEPH D	CASTING & ALLOYING	07/20/1980	09/26/2006
MARSHALL, RANDY	CASTING & ALLOYING	12/17/1967	02/17/2006
MC CRAY, MITCHELL E	CASTING & ALLOYING	05/18/1957	05/12/2006
MC GREW, KAUNTA K	CASTING & ALLOYING	02/07/1977	03/31/2006
MC NABB, DARRIAN Q	CASTING & ALLOYING	08/06/1986	04/25/2006
MC NABB, DESMUND T	CASTING & ALLOYING	05/08/1988	08/04/2006
MEADOWS JR, EDDIE R	CASTING & ALLOYING	01/06/1984	07/27/2006
MINCEY, JOE F	CASTING & ALLOYING	04/16/1963	11/03/2006
ORUM JR, LEON	CASTING & ALLOYING	06/22/1966	01/20/2006
PENNINGTON, TERRANCE T	CASTING & ALLOYING	04/23/1988	06/09/2006
PIERRE, MANACH	CASTING & ALLOYING	01/12/1975	10/06/2006
PRICE, ADRIAN S	CASTING & ALLOYING	01/28/1977	10/27/2006
ROUSE, ELIJAH R	CASTING & ALLOYING	05/23/1975	11/18/2006
SCOTT, ROBERT L	CASTING & ALLOYING	10/02/1966	03/24/2006
SIMS, DARIUS L	CASTING & ALLOYING	02/09/1987	04/15/2006
SNELL, FREDERICK T	CASTING & ALLOYING	11/05/1979	03/10/2006
SOLOMON, FELIX J	CASTING & ALLOYING	08/09/1983	06/02/2006
STARKS, MICHAEL L	CASTING & ALLOYING	11/14/1964	03/06/2006
SWANSON, RICCO L	CASTING & ALLOYING	05/28/1982	07/22/2006
THOMAS, JAMES V	CASTING & ALLOYING	04/20/1960	12/18/2006
THOMAS, MICHAEL S	CASTING & ALLOYING	03/13/1985	02/10/2006
TRUITT, MITCHELL T	CASTING & ALLOYING	12/12/1976	06/23/2006
TYRUES, JR, LARRY G	CASTING & ALLOYING	03/12/1973	11/17/2006
WARREN, BERSHACT	CASTING & ALLOYING	10/07/1982	10/20/2006
WASHINGTON, HENRY E	CASTING & ALLOYING	05/14/1964	11/17/2006
WILLIAMS, ASTIN R	CASTING & ALLOYING	08/27/1981	07/11/2006
WILLIAMS, NICHOLAS O	CASTING & ALLOYING	06/24/1985	06/12/2006
ZEIGLER, DERICK D	CASTING & ALLOYING	03/02/1983	09/22/2006
ADAMS, JERMAINE T	FURNACE	10/11/1975	07/22/2006

01/24/07

Sanders Lead Company, Inc.

Page 2

Employee Name	Department	Date of Birth	Date of Hire
ALLEN JR, THOMAS J	FURNACE	09/14/1979	06/16/2006
BALLARD, MICHAEL D	FURNACE	11/23/1977	01/18/2006
BEEMAN, RONNIE W	FURNACE	06/26/1969	08/04/2006
BELL, TYRESE R	FURNACE	01/22/1974	03/25/2006
BLAIR, JOHN D	FURNACE	10/28/1981	02/21/2006
BLAIR, THOMAS P	FURNACE	11/25/1979	06/09/2006
BOYKINS, JOHNNY R	FURNACE	12/26/1960	12/18/2006
BROOKS, MARCUS C	FURNACE	12/06/1977	10/07/2006
BROWN, AUBREY S	FURNACE	07/07/1984	08/19/2006
BROWN, LARRY L	FURNACE	12/27/1978	02/17/2006
BROWN, WILLIAM C	FURNACE	04/29/1986	03/13/2006
BRYANT, STEVEN D	FURNACE	09/09/1973	08/23/2006
CAREY, JR, NATHANIEL	FURNACE	06/27/1954	07/29/2006
CARLTON, DAVRELL M	FURNACE	08/02/1986	12/08/2006
CHAMBERS, ROBERT J	FURNACE	09/23/1965	04/28/2006
CLARK JR, ARTHUR L	FURNACE	06/09/1963	12/09/2006
COLEMAN, MAURICE L	FURNACE	04/07/1983	10/27/2006
COLEMAN, RICHARD D	FURNACE	06/17/1981	11/03/2006
COLLINS, CORNELIUS M	FURNACE	01/24/1984	11/10/2006
COWART, JEFFERY D	FURNACE	02/20/1967	12/26/2006
COWART, MARIO D	FURNACE	11/23/1986	04/07/2006
CRENSHAW, ANDRE L	FURNACE	11/23/1984	11/01/2006
CROSWELL, MICKEY L	FURNACE	10/12/1986	04/08/2006
CUMMINGS, FREDDIE L	FURNACE	07/27/1966	02/17/2006
DANIELS, ALBERT J	FURNACE	02/17/1969	12/08/2006
DANIELS, KENDRICK D	FURNACE	03/30/1974	02/22/2006
DUNCAN, ANTHONY L	FURNACE	01/11/1971	03/13/2006
EVANS, KEVIN D	FURNACE	08/26/1985	07/17/2006
FOLMAR, ADRIAN T	FURNACE	05/17/1974	12/16/2006
FOSTER JR, LEO	FURNACE	10/25/1957	08/22/2006
FOSTER, BRYANT A	FURNACE	04/16/1986	06/02/2006
FOSTER, GERALD D	FURNACE	09/02/1975	02/24/2006
FRANKLIN, ANTONIO L	FURNACE	02/24/1970	11/17/2006
FULLER JR, ROGER L	FURNACE	06/03/1988	09/29/2006
FULLER, TYRONE R	FURNACE	12/31/1975	09/29/2006
GARY, JOSHUA	FURNACE	03/05/1979	12/15/2006
GILFORD, ROBERT A	FURNACE	01/07/1979	05/23/2006
GINYARD, REGINALD M	FURNACE	09/21/1983	10/24/2006
GLENN, VINCENT E	FURNACE	12/28/1981	10/17/2006
HARDIMON, JOHNNY R	FURNACE	10/30/1975	09/16/2006
HARRIS, DONOVAN R	FURNACE	02/12/1986	06/06/2006
HARRIS, SEQUOIA T	FURNACE	02/10/1985	09/29/2006
HERNANDEZ, OSCAR M	FURNACE	01/05/1985	03/18/2006
HILL, VINCENT C	FURNACE	10/26/1964	09/22/2006
HOLLINGHEAD, COREY D	FURNACE	05/04/1986	08/18/2006
HOOTEN, GREGORY B	FURNACE	10/07/1973	10/06/2006
HUMPHREY, ALKEYOWN J	FURNACE	12/16/1985	12/01/2006
JACKSON, BEN FRANK	FURNACE	02/06/1982	06/16/2006
JOHNSON, L V	FURNACE	09/14/1961	08/04/2006
JOHNSON, TED M	FURNACE	04/19/1983	05/15/2006
JONES, JOE L	FURNACE	11/05/1968	07/14/2006
JORDAN, TITUS	FURNACE	11/26/1975	12/08/2006
JUAREZ, SERGIO	FURNACE	04/05/1982	03/18/2006
KING, KELVIN A	FURNACE	01/05/1984	02/28/2006

01/24/07

Sanders Lead Company, Inc.

Page 3

Employee Name	Department	Date of Birth	Date of Hire
LOFTIN, DAVID L	FURNACE	07/14/1969	05/19/2006
LOWERY, FREDRICK N	FURNACE	09/14/1983	07/14/2006
MADISON JR, JAMES N	FURNACE	07/30/1975	06/02/2006
MAHONE, RANDY J	FURNACE	10/04/1979	07/11/2006
MAULDEN, CHRISTOPHER D	FURNACE	06/14/1987	09/08/2006
MAY, CRAIG D	FURNACE	08/10/1965	10/27/2006
MC BRYDE, WILLIE J	FURNACE	07/09/1972	09/08/2006
MC COY, JEFFERY J	FURNACE	10/04/1987	10/27/2006
MC CRAY, GREGG	FURNACE	03/21/1976	05/19/2006
MC CULLOUGH, AUNDERAUL K	FURNACE	05/07/1984	09/15/2006
MC GHEE, KENNETH L	FURNACE	01/07/1980	06/23/2006
MC NEIL, EARL O	FURNACE	04/24/1986	12/02/2006
MENDENHALL, JOHN D	FURNACE	11/25/1985	03/13/2006
MILLER, BERNARD	FURNACE	05/24/1967	10/06/2006
MILLER, DOMINIQUE A	FURNACE	03/31/1984	10/07/2006
NICKERSON, JERICO M	FURNACE	08/30/1980	03/17/2006
OLIVER, DEMETRIUS	FURNACE	01/08/1978	05/26/2006
PEOPLES, DEVIN D	FURNACE	06/30/1984	07/14/2006
POTTS, DEVECCHIO A	FURNACE	04/28/1977	04/21/2006
PRESLEY, DANIEL A	FURNACE	12/28/1987	03/24/2006
PRITCHETT, MAREO T	FURNACE	09/25/1981	11/17/2006
RAY, BILLY J	FURNACE	11/20/1965	03/11/2006
RAYBORN, TIMOTHY	FURNACE	09/04/1978	08/14/2006
RODGERS, EDRICK D	FURNACE	11/26/1976	05/30/2006
RODGERS, JAMES E	FURNACE	05/29/1960	07/21/2006
ROGERS, FRANKLIN M	FURNACE	08/14/1986	01/18/2006
ROUSE, JAMES A	FURNACE	12/29/1979	11/10/2006
RUSSAW, AARON U	FURNACE	12/16/1980	10/10/2006
SCOTT, MARCUS T	FURNACE	01/17/1988	12/26/2006
SENN, DUSTIN T	FURNACE	09/09/1980	10/13/2006
SEYMORE, JAMES E	FURNACE	05/06/1966	03/17/2006
SMILEY JR, HAROLD D	FURNACE	07/16/1970	02/10/2006
SMITH, DERRICK D	FURNACE	07/11/1985	11/25/2006
STILL, MELVIN	FURNACE	12/29/1970	02/01/2006
STRAUGHN, XAVIER M	FURNACE	08/03/1981	07/18/2006
STREETER, BOBBY T	FURNACE	01/12/1979	11/03/2006
STREETER, DUNCAN E	FURNACE	03/02/1963	07/28/2006
STRINGER, JIMMY D	FURNACE	03/21/1983	08/05/2006
TEAGUE, JR, WILLIE J	FURNACE	10/05/1972	05/06/2006
THOMPSON, JAMES A	FURNACE	11/23/1966	08/04/2006
TONEY JR, JOHNNIE	FURNACE	10/04/1963	02/10/2006
TONEY, DEANGELO M	FURNACE	06/17/1986	07/11/2006
VAUGHN III, ALEX	FURNACE	05/21/1960	09/08/2006
WASHINGTON, EARNEST L	FURNACE	07/13/1970	03/31/2006
WATTS, JOHN D	FURNACE	07/07/1979	03/10/2006
WILLIAMS, RAYFUS N	FURNACE	05/27/1976	03/22/2006
WOMACK, MICHAEL B	FURNACE	02/10/1985	01/27/2006
YOUNG, EDWARD L	FURNACE	01/08/1960	11/25/2006
YOUNGBLOOD, DEVARIUS A	FURNACE	05/21/1988	09/01/2006

Ex. 14

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA☒ EEOC

420-2006-01686

and EEOC

State or local Agency, if any

Name (Indicate Mr., Ms., Mrs.)

Mr. Maxie McNabb

Home Phone (Incl. Area Code)

(334) 807-0526

Date of Birth

08-30-1951

Street Address

City, State and ZIP Code

109 Crowe Street

Troy, AL 36081

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

SANDERS LEAD COMPANY

No. Employees, Members

500 or More

Phone No. (Include Area Code)

(334) 566-1563

Street Address

City, State and ZIP Code

11 Sanders Road

Troy, AL 36081

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☐ NATIONAL ORIGIN
☐ RETALIATION ☒ AGE ☐ DISABILITY ☐ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

03-01-2006

03-01-2006

☒

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was employed by the above employer in August 1992 in Casting/Alloy. On or around January 5, 2006, I was laid off. There were three co-workers on my shift with less seniority. There was one person from each shift laid off in Casting. I was the oldest person laid off. All of the persons who were laid off in both Casting and Alloy have been called back except one who is assumed to be incarcerated and myself. The employer has been advertising for positions in Casting and Alloy in the local newspaper on March 10th and 30th. I called and spoke with the Supervisor of Casting and Alloy concerning the ad and he stated there was nothing to it. However, people are being hired for these positions.

No reason has been given for the above actions.

I believe that I have been discriminated against because of my age, 54, in violation of the Age Discrimination in Employment Act.

RECEIVED
EEOC

MAR 31 2006

BIRMINGHAM DISTRICT OFFICE

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Mar 31, 2006

Date

Charging Party Signature

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

McNabb v. Sanders Lead
Company Inc.
0006

Ex. 15

Mr. Bart Sanders, Plant Manager
SANDERS LEAD CO.
#1 Sanders Rd.
Troy, AL 36081

PERSON FILING CHARGE

Maxie McNabb

THIS PERSON (check one or both)

☒ Claims To Be Aggrieved☐ Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

420-2006-01686

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

☐ Title VII of the Civil Rights Act☐ The Americans with Disabilities Act☒ The Age Discrimination in Employment Act☐ The Equal Pay Act

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.3. ☒ Please provide by **05-MAY-06** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.4. ☐ Please respond fully by **20-APR-06** to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **20-APR-06** to **Debra B. Leo, ADR Coordinator, at (205) 212-2033**

If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Debra B. Leo,
ADR Coordinator

EEOC Representative

Telephone **(205) 212-2146**

Birmingham District Office - 420
Ridge Park Place
1130 22nd Street, South
Birmingham, AL 35205

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ RACE☐ COLOR☐ SEX☐ RELIGION☐ NATIONAL ORIGIN☒ AGE☐ DISABILITY☐ RETALIATION☐ OTHER

See enclosed copy of charge of discrimination.

Date

Apr 05, 2006

Name / Title of Authorized Official

Bernice Williams-Kimbrough,
District Director

Signature

Bernice Williams-Kimbrough
[Signature]

Ex. 16

TO Whom IT MAY CONCERN

ON THE 24TH DAY OF MAY ME
AND MY WITNESS RECEIVED AN APPLICATION
FOR EMPLOYMENT FROM SANDERS LEAD
COMPANY FROM ANN BAKER IT WAS
CLOSE TO LUNCH TIME SO WE TOLD
HER WE WOULD RETURN AFTER
LUNCH. AROUND ONE PM WE RETURNED
TO THE TRAINING BUILDING. ANN BAKER
HAD NOT RETURNED, SO I WENT INTO
ANOTHER PART OF THE TRAINING
BUILDING WHILE MY WITNESS WAITED
IN THE HALLWAY, JOE OWENS IS
MY WITNESS, I MET SAM KITCHENS
AND SUBMITTED MY APPLICATION, HE TOLD
ME HE WOULD GET BACK WITH ME
ON MONDAY, BECAUSE THERE WERE
OPENINGS IN CASTING & ALLOY, MY
JOB TITLE,

Maria McCall
Joe Owens

Debra A. Baker
Notary Public, AL State at Large
My Comm. Expires Aug. 11, 2009

Ex. 17

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

☐ FEPA
☐ EEOC

420-2006-03864

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

Maxie McNabb

HOME TELEPHONE (Include Area Code)

334 807-0526

STREET ADDRESS

109 Crowe

CITY, STATE AND ZIP CODE

Troy, AL 36081

DATE OF BIRTH

08-30-1951

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

Sander Lead, Inc.

NUMBER OF EMPLOYEES, MEMBERS

over 500

TELEPHONE (Include Area Code)

334-566-1563

STREET ADDRESS

#1 Sanders Road

CITY, STATE AND ZIP CODE

Troy, AL 36081

COUNTY

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ AGE
☒ RETALIATION ☐ NATIONAL ORIGIN ☐ DISABILITY ☐ OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)

July 13, 2006

☒ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On March 31, 2006, I filed a charge to challenge age discrimination at Sanders Lead, my former employer.

I noted that I been with company for over 13 years and was laid off due to economic circumstances. Three months later, I noticed the company was advertising for employees. I was informed by Mr. Fanning, supervisor of Casting and Alloy that there was nothing to the advertisement. I let him know I wanted to return to work. After I saw the advertising for applicants again, I filed an EEOC charge.

After filing my EEOC charge noting my interest employment, I visited Sanders Lead and met with Sam Kitchens, personnel manager. I explained my interest in employment. He confirmed, in fact, there were openings and said he would get back in touch with me. I never heard anything. Upon information and belief, Sander Leads proceeded to continue to hire young less qualified applicants.

In addition to age discrimination, the company retaliated against me for filing the EEOC charge opposing discriminatory practices. This retaliatory conduct violates 29 U.S.C. §§ 215, §216, and 42 U.S.C. §2000e-3(a).

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

Date

7/13/06

Charging Party (Signature)

Maxie McNabb

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

Ex. 18

**IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
NORTHERN DIVISION**

MAXIE MCNABB,

Plaintiff

v.

SANDERS LEAD COMPANY, INC.

Defendant.

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)
)
)
)
)
)
)
)
)
)

**CIVIL ACTION NO:
2:06-0664-MHT**

**PLAINTIFF'S FIRST INTERROGATORIES AND
REQUEST FOR PRODUCTION OF DOCUMENTS**

Pursuant to Federal Rules of Civil Procedure 26, 33 and 34, the plaintiff propounds these interrogatories and request for production to the defendant and its officers, attorneys, agents, contractors, and employees having any information or documents which are available to the defendant. These interrogatories and document requests are to be answered separately and severally by the defendant in the manner and form provided by law and the rules of court.

Where facts set forth in answers, or portions thereof, are supplied upon information and belief, rather than upon personal knowledge, defendant should so state and specifically identify and describe the source or sources of such information and belief. Should defendant be unable to answer any interrogatory or portion thereof by actual knowledge, or upon information and belief, it shall state in detail its efforts to obtain such knowledge as will enable it to answer said interrogatory or portions thereof.

Answers to these interrogatories and document request shall be responsive to the date on which the answers are filed and shall be continuing in character and require the filing of supplemental answers if further or different information on documents relative thereto becomes known before trial. Where knowledge or information of the defendant is requested, such request

into the Furnace Department and/or Casting & Alloy Department and whether they are current employees.

3. Do you alleged or contend that Maxie McNabb was unqualified to work in the Furnace Department and/or the Casting & Alloy Department? If so, please state each and every reason for your allegation.

4. Please identify each individual by age, name, and job title who evaluated McNabb's performance during his term of employment with the defendant. Please include in your answer the results of any such evaluations.

5. Please identify each and every individual by name, age, job title, rate of pay and date of hire who was hired into the Furnace Department and/or the Casting & Alloy Department from October 2005 to the present.

6. Please state whether defendant is covered by employment practices liability insurance.

7. Please state whether you have any information that would in any way relate to plaintiff's veracity, character, or morality, and if so, describe.

8. Do you deny that the defendant was plaintiff's employer? If your answer is no, please identify the correct name of plaintiff's employer.

9. Describe in detail the organizational structure for the division or section of the defendant's operation wherein the plaintiff was employed, identifying each officer, executive, or higher management employee and their responsibilities.

10. Describe in detail the defendant's personnel procedures regarding discharge, reductions in force, call backs to work and re-hire, identifying each person responsible for establishing and carrying out the procedures. Identify any documents which support your response.

Ex. 19

**IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
NORTHERN DIVISION**

MAXIE MCNABB,

Plaintiff,

v.

SANDERS LEAD COMPANY, INC.,

Defendant.

)
)
)
)
)
)
)
)
)
)

CIVIL ACTION NO. 2:06cv664-MHT

**DEFENDANT SANDERS LEAD COMPANY, INC'S SUPPLEMENTAL AND VERIFIED
RESPONSES TO PLAINTIFF'S FIRST INTERROGATORIES AND REQUESTS FOR
PRODUCTION**

COMES NOW the Defendant in the above-styled cause and answers the following interrogatories and request for production propounded by Plaintiff Maxie McNabb.

GENERAL OBJECTIONS

Defendant objects to each of Plaintiff's interrogatories to the extent that each is overly broad, vague, unduly burdensome, seeks information not designed nor reasonably calculated to lead to the discovery of relevant evidence; and, purports to request information protected by the attorney/ client privilege or work product doctrine or seeks information taken and/ or prepared in anticipation of litigation, or privileged, not subject to discovery or which otherwise are impermissible subjects of discovery under the rules of civil procedure.

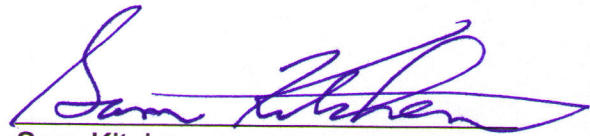
Defendant objects to each interrogatory to the extent each seeks documents or things which constitute confidential, proprietary information, or to which Defendant has a duty or obligation of confidentiality with respect to persons or entities not parties to this litigation. This

objection is made specifically, but without limitation, with respect to any request which entails disclosure of the identities or other confidential information of persons not parties to this litigation, whose privacy rights would be violated by such disclosure.

ANSWERS TO INTERROGATORIES

1. See change of employee status forms in the attached personnel file.
2. Defendant objects to this interrogatory to the extent that it is overly broad and unduly burdensome. Notwithstanding said objection, Defendant states that the information requested is contained within the attached documents.
3. As far as Defendant knows, Plaintiff was physically able to perform his job duties. A medical doctor would provide a more definitive answer.
4. See employee evaluation forms in the attached personnel file.
5. Defendant objects to this interrogatory to the extent that it is overly broad and unduly burdensome and not reasonably designed or calculated to lead to relevant and admissible discovery. Notwithstanding said objection, Defendant states that the information requested is contained within the attached documents.
- 5a. Defendant objects to this interrogatory to the extent that it is overly broad and unduly burdensome and not reasonably designed or calculated to lead to relevant and admissible discovery. Notwithstanding said objection, Defendant states that the information requested is contained within the attached documents.
6. Defendant is not covered by any employment practices liability insurance.
7. Defendant's personnel file, which is attached.
8. Plaintiff was employed with Defendant in the casting and alloy department.
9. Bart Sanders is the plant manager. Ricky Brewer is the assistant plant manager. Edgar Fannin is the Department head. Leon Bennett is the shift supervisor.
10. Any personnel procedures would be established by the plant manager, Bart Sanders and Sam Kitchens would carry out said procedures.
11. Plaintiff was excessively absent without notification, excessively late to work and

Respectfully submitted this the 28th day of June, 2007.


Sam Kitchens
For Sanders Lead Company, Inc.

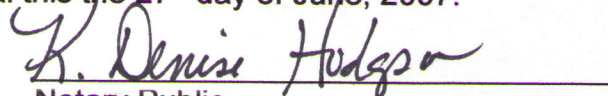
STATE OF Alabama)
COUNTY OF Pike)


BEFORE ME, the undersigned authority, a Notary Public, in and for said State and County, personally appeared **Sam Kitchens** whose name is signed to the foregoing Settlement Agreement and who is known to me, acknowledged before me on this day that, being informed of the contents of said release, she executed the same voluntarily on the day the same bears date.

GIVEN under my hand and official seal this the 27th day of June, 2007.



Expires: 6/26/08


Notary Public
My Commission


Matthew M. Baker (BAK017)
N.J. Cervera (CER001)
Frank P. Ralph (RAL002)
Grady A. Reeves (REE042)
Attorneys for Defendant

OF COUNSEL:
Cervera, Ralph & Reeves, LLC
P. O. Box 325
914 South Brundidge Street
Troy, Alabama 36081
(334) 566-0116
(334) 566-4073 fax

Ex. 20

APPLICATION FOR EMPLOYMENT

ALID: I636006
 4-17-2011

Sanders Lead Co. and KW Plastics are equal opportunity employers. We make employment decisions without regard to race, color, sex, religion, national origin, citizenship, age or disabilities.

NAME Richards O'Brian Williams DATE 6-12-06
 FIRST MIDDLE LAST

ADDRESS 104 Park St Apt # D2 Troy AL 36081
 NUMBER STREET CITY STATE ZIP CODE

SOCIAL SECURITY # 420-21-2153 ✓ PHONE # (334) 808-1439
420-21-2153 6-24-85

ARE YOU 18 YEARS OF AGE OR OVER? YES ☒ NO ☐ (Proof of minimum age may be requested.)

CIRCLE HIGHEST LEVEL OF SCHOOL COMPLETED 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

YEAR GRADUATED 2003 COURSE _____ WHERE Hillcrest High School (Evergreen)

DO YOU HAVE GENUINE DOCUMENTS TO VERIFY YOUR IDENTITY AND EMPLOYMENT ELIGIBILITY UNDER UNITED STATES IMMIGRATION LAW? YES ☒ NO ☐

(A listing of approved documents is available in the personnel office.)

ARE YOU A VETERAN OF THE ARMED FORCES? YES _____ NO ☒

DATES OF ACTIVE SERVICE: FROM _____ TO _____

BRANCH OF SERVICE _____ MILITARY OCCUPATION _____

GIVE TWO PERSONAL REFERENCES (NOT RELATIVES)

NAME	ADDRESS	PHONE NUMBER	OCCUPATION
<u>Tonya Bozeman</u>		<u>(334) 578-1126</u>	<u>Principal</u>
<u>Preston Fluker</u>		<u>(334) 578-1126</u>	<u>Principal</u>

MAY WE CONTACT THESE REFERENCES? YES ☒ NO ☐

Unless I checked NO, I authorize each person, school, employer, or employment reference in this application to provide the company with any information that the company may request.

PREVIOUS EMPLOYMENT - GIVE LAST JOB FIRST. NEXT TO LAST JOB SECOND, ETC.

TIME EMPLOYED MONTH-YEAR FROM	NAME AND ADDRESS OF EMPLOYER NAME	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
<u>2-2005</u>	<u>Sanders Lead</u>	<u>John Murduz</u>	<u>Casting Alloy</u>	<u>\$8.50</u>	<u>Fired due to my wife being pregnant missed to many days</u>
<u>9-2005</u>	<u>Troy AL</u>				
<u>2-2004</u>	<u>AB + G</u>	<u>Geardal Adair</u>	<u>production</u>	<u>\$6.75</u>	<u>N/A</u>
<u>10-2004</u>	<u>Troy AL</u>				

PREVIOUS EMPLOYMENT CONT'D

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM	NAME				
TO	ADDRESS				
FROM	NAME				
TO	ADDRESS				

CHECK ANY OF THE MACHINES LISTED BELOW THAT YOU CAN OPERATE
 FORK LIFT ☒ FRONT END LOADER _____ TRACTOR/TRAILER _____ SWEEPER _____
ARE YOU WILLING TO WORK THE FOLLOWING SHIFTS?

FIRST (6 AM - 2 PM)	YES <input checked="" type="checkbox"/>	NO _____
SECOND (2 PM - 10 PM)	YES _____	NO _____
THIRD (10 PM - 6 AM)	YES <input checked="" type="checkbox"/>	NO _____

 HAVE YOU EVER BEEN EMPLOYED BY SANDERS LEAD CO. OR KW PLASTICS? Yes IF "YES" GIVE

 DATES EMPLOYED 2-2005 REASON FOR LEAVING Fired due to missing days due to wife being Pregnant

 HAVE YOU EVER BEEN CONVICTED OR PLEAD GUILTY OF A CRIME? NO

IF SO WHAT _____

(A conviction or guilty plea does not necessarily bar employment, but may be considered in so far as it relates to fitness to perform job.)

I understand that, if I am hired, the company may terminate my employment at any time, with or without cause, and with or without prior notice. I understand that, except by written agreement signed by the president of the company, no manager, supervisor, employee or other company representative has any authority (1) to promise employment for a particular length of time, OR (2) to make any other promises or representations about my future employment with the company.

Probationary Period - You will be evaluated during a 90 day period. During this period your attendance and workmanship is important to demonstrate your desire to progress within Sanders Lead Company, KW Plastics, and/or KW Recycling. You can be released at any time during this period with or without cause. At the end of this period you will be reviewed and either released, retained at current pay, or given a raise.

 NAME, ADDRESS AND PHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY Bertha Williams
Evergreen, AL 36401 ^(home) (334) 578-9655 or (334) 578-2900 (work)

I certify that my answers to the above questions are true and understand that if any information given is found to be incorrect at any time employed, I may be subject to dismissal. The physical examination requested by the Company is to be made with my consent. I also agree to submit to such future examinations and give such information as may be requested by the Company and that the foregoing questions and answers of my examination may be used by the Company in whatever manner it may desire.

 DATE 6-12-06 SIGNATURE OF APPLICANT Bertha Williams

SANDERS LEAD CO. AND KW PLASTICS

ALIP
1704622

9-21-2013

APPLICATION FOR EMPLOYMENT

Sanders Lead Co. and KW Plastics are equal opportunity employers. We make employment decisions without regard to race, color, sex, religion, national origin, citizenship, age or disabilities.

NAME Randolph E. Harley III DATE 04-06-06
FIRST MIDDLE LAST

ADDRESS 318 Co. Rd. 4409 Lot # 9 Brandridge AL 36010
NUMBER STREET CITY STATE ZIP CODE

SOCIAL SECURITY # 593-88-2674 ✓ PHONE # (334)-355-0745
11-3-86

ARE YOU 18 YEARS OF AGE OR OVER? YES ☒ NO ☐ (Proof of minimum age may be requested.)

CIRCLE HIGHEST LEVEL OF SCHOOL COMPLETED 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

YEAR GRADUATED _____ COURSE _____ WHERE Pike Co. High

DO YOU HAVE GENUINE DOCUMENTS TO VERIFY YOUR IDENTITY AND EMPLOYMENT ELIGIBILITY UNDER UNITED STATES IMMIGRATION LAW? YES ☒ NO ☐

(A listing of approved documents is available in the personnel office.)

ARE YOU A VETERAN OF THE ARMED FORCES? YES ☐ NO ☒

DATES OF ACTIVE SERVICE: FROM _____ TO _____

BRANCH OF SERVICE _____ MILITARY OCCUPATION _____

GIVE TWO PERSONAL REFERENCES (NOT RELATIVES)

NAME	ADDRESS	PHONE NUMBER	OCCUPATION
<u>Mary Lois Boyd</u>		<u>735-0638</u>	<u>NONE</u>
<u>Catherine Boyd</u>		<u>735-0146</u>	<u>Southland</u>

MAY WE CONTACT THESE REFERENCES? YES ☒ NO ☐

Unless I checked NO, I authorize each person, school, employer, or employment reference in this application to provide the company with any information that the company may request.

PREVIOUS EMPLOYMENT - GIVE LAST JOB FIRST NEXT TO LAST JOB SECOND, ETC.

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM <u>09-05</u>	NAME <u>Wiley Sanders Lead Co.</u>	<u>Johnny</u>	<u>Alloy</u>	<u>\$8.00</u>	<u>Fired for</u>
TO <u>11-05</u>	ADDRESS	<u>McClendon</u>			<u>smoking</u>
FROM	NAME				
TO	ADDRESS				

PREVIOUS EMPLOYMENT CONT'D

TIME EMPLOYED MONTH-YEAR FROM	NAME AND ADDRESS OF EMPLOYER NAME	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
TO	ADDRESS				
FROM	NAME				
TO	ADDRESS				

CHECK ANY OF THE MACHINES LISTED BELOW THAT YOU CAN OPERATE
 FORK LIFT ☒ FRONT END LOADER _____ TRACTOR/TRAILER _____ SWEEPER _____
ARE YOU WILLING TO WORK THE FOLLOWING SHIFTS?

FIRST (6 AM - 2 PM)	YES <input checked="" type="checkbox"/>	NO _____
SECOND (2 PM - 10 PM)	YES <input checked="" type="checkbox"/>	NO _____
THIRD (10 PM - 6 AM)	YES <input checked="" type="checkbox"/>	NO _____

 HAVE YOU EVER BEEN EMPLOYED BY SANDERS LEAD CO. OR KW PLASTICS? Yes IF "YES" GIVE

 DATES EMPLOYED 09-05 to 11-05 REASON FOR LEAVING Terminated For Smoking

 HAVE YOU EVER BEEN CONVICTED OR PLEAD GUILTY OF A CRIME? No

IF SO WHAT _____

(A conviction or guilty plea does not necessarily bar employment, but may be considered in so far as it relates to fitness to perform job.)

I understand that, if I am hired, the company may terminate my employment at any time, with or without cause, and with or without prior notice. I understand that, except by written agreement signed by the president of the company, no manager, supervisor, employee or other company representative has any authority (1) to promise employment for a particular length of time, OR (2) to make any other promises or representations about my future employment with the company.

Probationary Period - You will be evaluated during a 90 day period. During this period your attendance and workmanship is important to demonstrate your desire to progress within Sanders Lead Company, KW Plastics, and/or KW Recycling. You can be released at any time during this period with or without cause. At the end of this period you will be reviewed and either released, retained at current pay, or given a raise.

NAME, ADDRESS AND PHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY _____

Leron Wheeler 318 Co. Rd. 4409 Brundidge, AL 735-0538

I certify that my answers to the above questions are true and understand that if any information given is found to be incorrect at any time employed, I may be subject to dismissal. The physical examination requested by the Company is to be made with my consent. I also agree to submit to such future examinations and give such information as may be requested by the Company and that the foregoing questions and answers of my examination may be used by the Company in whatever manner it may desire.

 DATE 04-06-06 SIGNATURE OF APPLICANT Randolph E. Hasley

APPLICATION FOR EMPLOYMENT

Sanders Lead Co. and KW Plastics are equal opportunity employers. We make employment decisions without regard to race, color, sex, religion, national origin, citizenship, age or disabilities.

NAME Robert Earl Brandidge Sr. DATE 10/10/06
 FIRST MIDDLE LAST
 ADDRESS 628 E. Madison St. Troy AL 36081
 NUMBER STREET CITY STATE ZIP CODE
 SOCIAL SECURITY # 416-17-5165 PHONE # 808-8984
4-27-77

ARE YOU 18 YEARS OF AGE OR OVER? YES ☒ NO ☐ (Proof of minimum age may be requested.)

CIRCLE HIGHEST LEVEL OF SCHOOL COMPLETED 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

YEAR GRADUATED _____ COURSE _____ WHERE _____

DO YOU HAVE GENUINE DOCUMENTS TO VERIFY YOUR IDENTITY AND EMPLOYMENT ELIGIBILITY UNDER UNITED STATES IMMIGRATION LAW? YES _____ NO _____

(A listing of approved documents is available in the personnel office.)

ARE YOU A VETERAN OF THE ARMED FORCES? YES _____ NO ☒

DATES OF ACTIVE SERVICE: FROM _____ TO _____

BRANCH OF SERVICE _____ MILITARY OCCUPATION _____

GIVE TWO PERSONAL REFERENCES (NOT RELATIVES)

NAME	ADDRESS	PHONE NUMBER	OCCUPATION
Anzie Kellez	110 Rose Circle	670-6086	N/A
Shannon Rogers	622 E. Madison St.	566-8610	

MAY WE CONTACT THESE REFERENCES? YES ☒ NO ☐

Unless I checked NO, I authorize each person, school, employer, or employment reference in this application to provide the company with any information that the company may request.

PREVIOUS EMPLOYMENT - GIVE LAST JOB FIRST, NEXT TO LAST JOB SECOND, ETC.

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM <u>NA</u>	NAME <u>Sanders Lead Co.</u> <u>Headerson Hwy.</u>	<u>Eggar</u> <u>Fannie</u>	<u>Alloy</u>	<u>\$1.00</u>	<u>fired</u>
TO	ADDRESS				
FROM	NAME <u>H B & G</u>		<u>permease</u> <u>production</u>	<u>\$1.00</u>	<u>still work</u> <u>there now</u>
TO	ADDRESS				

PREVIOUS EMPLOYMENT CONT'D

TIME EMPLOYED MONTH-YEAR FROM	NAME AND ADDRESS OF EMPLOYER NAME	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
TO	ADDRESS				
FROM	NAME				
TO	ADDRESS				

CHECK ANY OF THE MACHINES LISTED BELOW THAT YOU CAN OPERATE
 FORK LIFT ☒ FRONT END LOADER ☒ TRACTOR/TRAILER ☐ SWEEPER ☒
ARE YOU WILLING TO WORK THE FOLLOWING SHIFTS?

FIRST (6 AM - 2 PM)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
SECOND (2 PM - 10 PM)	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
THIRD (10 PM - 6 AM)	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>

 HAVE YOU EVER BEEN EMPLOYED BY SANDERS LEAD CO. OR KW PLASTICS? yes IF "YES" GIVE

 DATES EMPLOYED N/A REASON FOR LEAVING Fired

 HAVE YOU EVER BEEN CONVICTED OR PLEAD GUILTY OF A CRIME? yes

 IF SO WHAT Robbery 3rd

(A conviction or guilty plea does not necessarily bar employment, but may be considered in so far as it relates to fitness to perform job.)

I understand that, if I am hired, the company may terminate my employment at any time, with or without cause, and with or without prior notice. I understand that, except by written agreement signed by the president of the company, no manager, supervisor, employee or other company representative has any authority (1) to promise employment for a particular length of time, OR (2) to make any other promises or representations about my future employment with the company.

Probationary Period - You will be evaluated during a 90 day period. During this period your attendance and workmanship is important to demonstrate your desire to progress within Sanders Lead Company, KW Plastics, and/or KW Recycling. You can be released at any time during this period with or without cause. At the end of this period you will be reviewed and either released, retained at current pay, or given a raise.

NAME, ADDRESS AND PHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

Mary Brundidge 808-8984

I certify that my answers to the above questions are true and understand that if any information given is found to be incorrect at any time employed, I may be subject to dismissal. The physical examination requested by the Company is to be made with my consent. I also agree to submit to such future examinations and give such information as may be requested by the Company and that the foregoing questions and answers of my examination may be used by the Company in whatever manner it may desire.

 DATE 10/10/06 SIGNATURE OF APPLICANT Ralph Brundidge

Ex. 20-A

ALIP
I 454870
1-13-07

APPLICATION FOR EMPLOYMENT

Sanders Lead Co. and KW Plastics are equal opportunity employers. We make employment decisions without regard to race, color, sex, religion, national origin, citizenship, age or disabilities.

NAME Bobby Taylor Streeter DATE 4-3-06
FIRST MIDDLE LAST
ADDRESS 405 Alphonse Byrd Dr. Troy Al 36081
NUMBER STREET CITY STATE ZIP CODE
SOCIAL SECURITY # 418-06-0331 ✓ PHONE # (334) 670-9621
ARE YOU 18 YEARS OF AGE OR OVER? YES ☒ NO ☐ (Proof of minimum age may be requested.) 1-12-79

CIRCLE HIGHEST LEVEL OF SCHOOL COMPLETED 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16
YEAR GRADUATED _____ COURSE _____ WHERE _____

DO YOU HAVE GENUINE DOCUMENTS TO VERIFY YOUR IDENTITY AND EMPLOYMENT ELIGIBILITY UNDER UNITED STATES IMMIGRATION LAW? YES ☒ NO ☐
(A listing of approved documents is available in the personnel office.)

ARE YOU A VETERAN OF THE ARMED FORCES? YES ☐ NO ☒

DATES OF ACTIVE SERVICE: FROM _____ TO _____

BRANCH OF SERVICE _____ MILITARY OCCUPATION _____

GIVE TWO PERSONAL REFERENCES (NOT RELATIVES)

NAME	ADDRESS	PHONE NUMBER	OCCUPATION
<u>Adrian Williams</u>		<u>372-7548</u>	<u>H/B+6</u>
<u>Willie Cole</u>		<u>807-0199</u>	<u>Lyn coach</u>

MAY WE CONTACT THESE REFERENCES? YES ☒ NO ☐

Unless I checked NO, I authorize each person, school, employer, or employment reference in this application to provide the company with any information that the company may request.

PREVIOUS EMPLOYMENT - GIVE LAST JOB FIRST NEXT TO LAST JOB SECOND, ETC.

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM <u>July - 04</u>	NAME <u>Wiley Sanders Truck Lines</u>	<u>Michael</u>	<u>Trailer Shop</u>	<u>\$8.00</u>	<u>Fired</u>
TO <u>Oct. - 05</u>	ADDRESS				
FROM <u>Aug - 01</u>	NAME <u>Cox Container</u>	<u>Joanne</u>	<u>Packing Tars</u>	<u>\$6.10</u>	<u>Low pay rate</u>
TO <u>Feb - 02</u>	ADDRESS				

PREVIOUS EMPLOYMENT CONT'D

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM <u>Feb-99</u>	NAME <u>Wiley Sanders</u>	<u>Terry</u> <u>Gardner</u>	<u>Furnace</u>	<u>\$7.15</u>	<u>Lead</u>
TO <u>March-00</u>	ADDRESS				
FROM	NAME				
TO	ADDRESS				

CHECK ANY OF THE MACHINES LISTED BELOW THAT YOU CAN OPERATE

FORK LIFT ☒ FRONT END LOADER ☒ TRACTOR/TRAILER _____ SWEEPER _____

ARE YOU WILLING TO WORK THE FOLLOWING SHIFTS?

FIRST (6 AM - 2 PM) YES ☒ NO _____
 SECOND (2 PM - 10 PM) YES ☒ NO _____
 THIRD (10 PM - 6 AM) YES _____ NO ☒

HAVE YOU EVER BEEN EMPLOYED BY SANDERS LEAD CO. OR KW PLASTICS? Yes IF "YES" GIVE

DATES EMPLOYED Feb-99 - March-00 ^{July Oct.} 04-05 REASON FOR LEAVING Lead / Fired

HAVE YOU EVER BEEN CONVICTED OR PLEAD GUILTY OF A CRIME? No

IF SO WHAT _____

(A conviction or guilty plea does not necessarily bar employment, but may be considered in so far as it relates to fitness to perform job.)

I understand that, if I am hired, the company may terminate my employment at any time, with or without cause, and with or without prior notice. I understand that, except by written agreement signed by the president of the company, no manager, supervisor, employee or other company representative has any authority (1) to promise employment for a particular length of time, OR (2) to make any other promises or representations about my future employment with the company.

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NAME, ADDRESS AND PHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY _____

Lelia Bull Strecker 566-2032 106 Camelia St Apt 2

I certify that my answers to the above questions are true and understand that if any information given is found to be incorrect at any time employed, I may be subject to dismissal. The physical examination requested by the Company is to be made with my consent. I also agree to submit to such future examinations and give such information as may be requested by the Company and that the foregoing questions and answers of my examination may be used by the Company in whatever manner it may desire.

DATE 4-3-06 SIGNATURE OF APPLICANT Bobby Strider

APPLICATION FOR EMPLOYMENT

Sanders Lead Co. and KW Plastics are equal opportunity employers. We make employment decisions without regard to race, color, sex, religion, national origin, citizenship, age or disabilities.

NAME Timothy Rayborn DATE 03/13/06
 FIRST MIDDLE LAST
 ADDRESS 211 John Lewis Drive Troy AL 36081
 NUMBER STREET CITY STATE ZIP CODE

SOCIAL SECURITY # 423-08-2973 ✓ PHONE # 670-0925
9.4-78

ARE YOU 18 YEARS OF AGE OR OVER? YES ☒ NO ☐ (Proof of minimum age may be requested.)

CIRCLE HIGHEST LEVEL OF SCHOOL COMPLETED 1 2 3 4 5 6 7 8 9 10 11 (12) 13 14 15 16

YEAR GRADUATED 1997 COURSE _____ WHERE Bullock County

DO YOU HAVE GENUINE DOCUMENTS TO VERIFY YOUR IDENTITY AND EMPLOYMENT ELIGIBILITY UNDER UNITED STATES IMMIGRATION LAW? YES ☒ NO ☐
 (A listing of approved documents is available in the personnel office.)

ARE YOU A VETERAN OF THE ARMED FORCES? YES ☐ NO ☒

DATES OF ACTIVE SERVICE: FROM N/A TO N/A

BRANCH OF SERVICE N/A MILITARY OCCUPATION N/A

GIVE TWO PERSONAL REFERENCES (NOT RELATIVES)

NAME	ADDRESS	PHONE NUMBER	OCCUPATION
<u>Kenny Blair</u>	<u>317 Dean St</u>	<u>807-0383</u>	<u>Wiley Sanders</u>
<u>Mario Byrd</u>	<u>324 Montgomery St</u>	<u>372-3495</u>	<u>Wiley Sanders</u>

MAY WE CONTACT THESE REFERENCES? YES ☒ NO ☐

Unless I checked NO, I authorize each person, school, employer, or employment reference in this application to provide the company with any information that the company may request.

PREVIOUS EMPLOYMENT - GIVE LAST JOB FIRST, NEXT TO LAST JOB SECOND, ETC.

TIME EMPLOYED MONTH-YEAR FROM	NAME AND ADDRESS OF EMPLOYER NAME	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
<u>09/05</u>	<u>Whaley Construction</u>	<u>Stuart Wilks</u>	<u>laborer</u>	<u>7.00</u>	
TO <u>Present</u>	ADDRESS <u>N/A</u>				
FROM <u>02/04</u>	NAME <u>Wiley Sanders</u>	<u>Kent Hodge</u>	<u>washrack</u>	<u>8.40</u>	<u>got fired.</u>
TO <u>N/A/05</u>	ADDRESS				

PREVIOUS EMPLOYMENT CONT'D

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM 02/02	NAME Superior Woods	Doris Jones	Shipping	7.75	Came to work at Wiley Sanders
TO 03/04	ADDRESS N/A				
FROM	NAME N/A	—	—	—	—
TO	ADDRESS N/A	—	—	—	—

CHECK ANY OF THE MACHINES LISTED BELOW THAT YOU CAN OPERATE
 FORK LIFT ☒ FRONT END LOADER ☒ TRACTOR/TRAILER _____ SWEEPER _____
ARE YOU WILLING TO WORK THE FOLLOWING SHIFTS?

FIRST (6 AM - 2 PM)	YES _____	NO <input checked="" type="checkbox"/>
SECOND (2 PM - 10 PM)	YES <input checked="" type="checkbox"/>	NO _____
THIRD (10 PM - 6 AM)	YES <input checked="" type="checkbox"/>	NO _____

 HAVE YOU EVER BEEN EMPLOYED BY SANDERS LEAD CO. OR KW PLASTICS? ☒ IF "YES" GIVE

 DATES EMPLOYED N/A REASON FOR LEAVING Got fired

 HAVE YOU EVER BEEN CONVICTED OR PLEAD GUILTY OF A CRIME? Yes, Traffic Violations

IF SO WHAT _____

(A conviction or guilty plea does not necessarily bar employment, but may be considered in so far as it relates to fitness to perform job.)

I understand that, if I am hired, the company may terminate my employment at any time, with or without cause, and with or without prior notice. I understand that, except by written agreement signed by the president of the company, no manager, supervisor, employee or other company representative has any authority (1) to promise employment for a particular length of time, OR (2) to make any other promises or representations about my future employment with the company.

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NAME, ADDRESS AND PHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY _____

Cynthia Rayborn 738-4346

I certify that my answers to the above questions are true and understand that if any information given is found to be incorrect at any time employed, I may be subject to dismissal. The physical examination requested by the Company is to be made with my consent. I also agree to submit to such future examinations and give such information as may be requested by the Company and that the foregoing questions and answers of my examination may be used by the Company in whatever manner it may desire.

 DATE 03/13/06 SIGNATURE OF APPLICANT Timothy Rayborn

APPLICATION FOR EMPLOYMENT

ALDL No: 1695981
 Exp 06-15-2013

Sanders Lead Co. and KW Plastics are equal opportunity employers. We make employment decisions without regard to race, color, sex, religion, national origin, citizenship, age or disabilities.

NAME Anthony Lataris Duncan DATE 3-13-06
 FIRST MIDDLE LAST

ADDRESS 202 Segars Lane Troy AL 36081
 NUMBER STREET CITY STATE ZIP CODE

SOCIAL SECURITY # 422-96-0083 ✓ PHONE # 672-1799

ARE YOU 18 YEARS OF AGE OR OVER? YES X NO 01-11-1971 (Proof of minimum age may be requested.)

CIRCLE HIGHEST LEVEL OF SCHOOL COMPLETED 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

YEAR GRADUATED 1990 COURSE CHHS WHERE CHHS

DO YOU HAVE GENUINE DOCUMENTS TO VERIFY YOUR IDENTITY AND EMPLOYMENT ELIGIBILITY UNDER UNITED STATES IMMIGRATION LAW? YES X NO

(A listing of approved documents is available in the personnel office.)

ARE YOU A VETERAN OF THE ARMED FORCES? YES X NO

DATES OF ACTIVE SERVICE: FROM 1990 TO 1992

BRANCH OF SERVICE USAF MILITARY OCCUPATION Supply

GIVE TWO PERSONAL REFERENCES (NOT RELATIVES)

NAME	ADDRESS	PHONE NUMBER	OCCUPATION
<u>Annita Satter</u>		<u>672-1799</u>	<u>Store Clerk</u>
<u>James Jordan</u>		<u>866-3381</u>	<u>Retired</u>

MAY WE CONTACT THESE REFERENCES? YES X NO

Unless I checked NO, I authorize each person, school, employer, or employment reference in this application to provide the company with any information that the company may request.

PREVIOUS EMPLOYMENT - GIVE LAST JOB FIRST. NEXT TO LAST JOB SECOND, ETC.

TIME EMPLOYED MONTH-YEAR	NAME AND ADDRESS OF EMPLOYER	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
FROM <u>Feb. 06</u> <u>1 month</u>	NAME <u>Henderson Black & Green</u>	<u>Gerald Adair</u>	<u>production</u>	<u>\$8.00</u>	
TO	ADDRESS				
FROM	NAME				
TO	ADDRESS				

PREVIOUS EMPLOYMENT CONT'D

TIME EMPLOYED MONTH-YEAR FROM	NAME AND ADDRESS OF EMPLOYER NAME	NAME OF SUPERVISOR	TYPE OF WORK	WAGES OR SALARY	REASON FOR LEAVING
TO	ADDRESS				
FROM	NAME				
TO	ADDRESS				

CHECK ANY OF THE MACHINES LISTED BELOW THAT YOU CAN OPERATE

FORK LIFT X FRONT END LOADER X TRACTOR/TRAILER _____ SWEEPER X

ARE YOU WILLING TO WORK THE FOLLOWING SHIFTS?

FIRST (6 AM - 2 PM) YES X NO _____
 SECOND (2 PM - 10 PM) YES X NO _____
 THIRD (10 PM - 6 AM) YES X NO _____

HAVE YOU EVER BEEN EMPLOYED BY SANDERS LEAD CO. OR KW PLASTICS? Yes IF "YES" GIVE

DATES EMPLOYED Oct. Nov. 06 REASON FOR LEAVING Terminated

HAVE YOU EVER BEEN CONVICTED OR PLEAD GUILTY OF A CRIME? yes

IF SO WHAT poss. of controlled substance

(A conviction or guilty plea does not necessarily bar employment, but may be considered in so far as it relates to fitness to perform job.)

I understand that, if I am hired, the company may terminate my employment at any time, with or without cause, and with or without prior notice. I understand that, except by written agreement signed by the president of the company, no manager, supervisor, employee or other company representative has any authority (1) to promise employment for a particular length of time, OR (2) to make any other promises or representations about my future employment with the company.

Probationary Period - You will be evaluated during a 90 day period. During this period your attendance and workmanship is important to demonstrate your desire to progress within Sanders Lead Company, KW Plastics, and/or KW Recycling. You can be released at any time during this period with or without cause. At the end of this period you will be reviewed and either released, retained at current pay, or given a raise.

NAME, ADDRESS AND PHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY _____

Paula Ousley (566-0054)

I certify that my answers to the above questions are true and understand that if any information given is found to be incorrect at any time employed, I may be subject to dismissal. The physical examination requested by the Company is to be made with my consent. I also agree to submit to such future examinations and give such information as may be requested by the Company and that the foregoing questions and answers of my examination may be used by the Company in whatever manner it may desire.

DATE 3-13-06 SIGNATURE OF APPLICANT Anthony Dune